

# **CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The California Public Employees' Retirement System (CalPERS) is committed to a firm policy of equal employment opportunity for all employees, job applicants, students, and volunteers.

It is CalPERS policy to provide employment, career development, advancement, and assignment opportunity at all occupational levels based on merit, efficiency and fitness. CalPERS will endeavor to maintain a work environment that is free of discrimination based on age, sex, ancestry, color, marital status, medical condition, pregnancy, national origin, physical or mental disability, denial of leave under the Family and Medical Leave Act or the California Family Rights Acts, political affiliation, race, religious creed, gender, or sexual orientation.

No person shall be granted preferential treatment based on race or gender, or otherwise be discriminated against with regard to appointment, discipline, promotion, recruitment, retention, selection, training, or other aspects of employment. CalPERS will provide reasonable accommodations to ensure employment opportunities and public services remain accessible.

When under-utilization is found, race and gender neutral measures will be employed to identify and remove artificial employment barriers in our employment practices. Affirmative steps will be taken to employ persons with disabilities, and to open upward mobility opportunities for employees in low paying occupations.

The Diversity Outreach Program Manager will manage and direct the CalPERS Equal Employment Opportunity (EEO) Program. The EEO Program will implement proactive measures to prevent discrimination and enforce this policy, including internal discrimination complaint procedures. CalPERS will respond to external state and federal agencies investigating complaints of discrimination. Complaints of discrimination will be heard and investigated by trained EEO counselors and investigators. Investigative findings will be fair and impartial. Appropriate remedies will be recommended and corrective actions taken.

CalPERS Strategic Goal II is to foster a work environment that values quality, respect, diversity, integrity, openness, communication, and accountability.

Managers and supervisors shall be responsible for implementing the principles and objectives of this policy. It is the personal responsibility of employees to integrate the intent and philosophy of this policy into their daily work activities.

Fred Buenrostro  
Chief Executive Officer